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HIGHLIGHTS OF KALAMAZOO-BATTLE CREEK, MI NATIONAL COMPENSATION SURVEY SEPTEMBER 2000

Workers in the Kalamazoo-Battle Creek metropolitan area averaged \$16.02 per hour during September 2000, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$19.91 per hour and accounted for 49 percent of the workers in the area. Blue-collar employees averaged \$13.75 per hour and represented 34 percent of the workforce, while the remaining 17 percent worked in service occupations and earned \$9.18 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 226 firms representing 113,800 workers in the Kalamazoo-Battle Creek metropolitan area, which includes Calhoun, Kalamazoo, and Van Buren Counties in Michigan. Eighty percent of those represented worked in private industry.

In the Kalamazoo-Battle Creek metropolitan area, average hourly wages were published for 40 detailed occupations. Among white-collar workers, mechanical engineers averaged \$25.36 per hour; accountants and auditors, \$18.09; and secretaries, \$13.41. Blue-collar occupations included electricians earning \$21.91 per hour; truck drivers at \$14.16; and assemblers at \$11.00. In the service occupations, janitors and cleaners were paid \$10.67 per hour and cooks, \$8.54.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Kalamazoo-Battle Creek area averaged \$16.94 per hour and part-timers earned \$8.61. Union workers in blue-collar jobs averaged \$15.42 per hour, while their non-union counterparts made \$12.26. Private industry workers in establishments employing 50-99 workers averaged \$11.07 per hour and those in establishments with 500 or more employees earned \$17.48.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Kalamazoo-Battle Creek, MI National Compensation Survey September 2000 (Bulletin 3105-70). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/comhome.htm>. Survey tables can also be obtained from the Bureau's fax-on-demand service by dialing (312) 353-1880, menu option 1. Up to four documents at a time may be selected and faxed to you within minutes, 24 hours a day.

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For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 9:00 a.m. to 4:00 p.m. ET.

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Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.02	2.7	\$14.71	2.5	\$22.04	4.5
All excluding sales	16.29	2.8	14.97	2.6	22.04	4.5
White collar	19.91	3.0	18.22	3.1	24.17	4.9
White collar excluding sales	20.95	3.0	19.46	3.2	24.17	4.9
Professional specialty and technical	25.26	3.9	22.46	4.3	30.18	5.7
Professional specialty	27.10	3.7	24.29	4.0	30.54	6.0
Engineers, architects, and surveyors	29.14	6.7	29.39	6.9	—	—
Mechanical engineers	25.36	7.4	25.36	7.4	—	—
Mathematical and computer scientists	23.97	4.2	24.01	5.0	—	—
Computer systems analysts and scientists	23.97	4.2	24.01	5.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.17	3.8	22.26	4.3	—	—
Registered nurses	21.57	3.0	21.59	3.5	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	31.64	8.1	—	—	32.39	8.6
Elementary school teachers	32.41	4.3	—	—	33.08	4.6
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.88	4.8	—	—	—	—
Social workers	19.11	4.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.68	13.5	22.86	14.3	—	—
Technical	18.82	7.5	18.72	8.0	—	—
Licensed practical nurses	14.46	1.4	14.46	1.4	—	—
Technical and related, n.e.c.	23.46	8.6	—	—	—	—
Executive, administrative, and managerial	24.24	5.8	23.32	5.7	27.97	15.0
Executives, administrators, and managers	26.76	7.8	25.47	7.9	30.67	17.8
Managers and administrators, n.e.c.	25.75	7.3	27.18	6.9	—	—
Management related	20.31	6.3	20.48	7.0	—	—
Accountants and auditors	18.09	8.1	18.17	10.2	—	—
Management related, n.e.c.	21.85	9.2	21.85	9.2	—	—
Sales	10.54	7.0	10.54	7.0	—	—
Supervisors, sales	15.65	20.8	15.65	20.8	—	—
Sales workers, other commodities	10.72	23.5	10.72	23.5	—	—
Sales counter clerks	7.46	1.9	7.46	1.9	—	—
Cashiers	8.45	4.1	8.45	4.1	—	—
Administrative support, including clerical	12.66	2.7	12.80	3.5	12.35	3.9
Secretaries	13.41	4.3	14.18	5.2	12.80	5.2
Records clerks, n.e.c.	12.73	6.6	13.26	9.8	—	—
Bookkeepers, accounting and auditing clerks	12.72	5.8	11.51	5.0	—	—
Stock and inventory clerks	14.66	12.4	14.66	12.4	—	—
General office clerks	11.28	4.9	11.47	6.6	—	—
Bank tellers	8.90	2.9	8.90	2.9	—	—
Administrative support, n.e.c.	14.36	7.9	14.36	7.9	—	—
Blue collar	13.75	3.2	13.71	3.3	14.63	4.4
Precision production, craft, and repair	19.56	3.6	19.83	3.8	16.58	4.3
Supervisors, mechanics and repairers	22.14	6.9	22.14	6.9	—	—
Industrial machinery repairers	18.66	5.6	18.71	5.9	—	—
Mechanics and repairers, n.e.c.	18.47	7.3	18.47	7.3	—	—
Electricians	21.91	10.3	—	—	—	—
Machine operators, assemblers, and inspectors	12.50	3.7	12.50	3.7	—	—
Packaging and filling machine operators	13.80	5.0	13.80	5.0	—	—
Miscellaneous machine operators, n.e.c.	14.90	5.1	14.90	5.1	—	—
Welders and cutters	19.11	16.1	19.11	16.1	—	—
Assemblers	11.00	2.3	11.00	2.3	—	—
Production inspectors, checkers and examiners ..	10.44	10.1	10.44	10.1	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Transportation and material moving	\$13.79	8.5	\$13.85	9.2	—	—
Truck drivers	14.16	13.4	14.16	13.4	—	—
Industrial truck and tractor equipment operators ..	12.96	5.5	12.96	5.5	—	—
Handlers, equipment cleaners, helpers, and laborers	10.58	4.3	10.30	4.3	—	—
Production helpers	13.13	4.7	13.13	4.7	—	—
Stock handlers and baggers	9.07	6.0	9.00	6.1	—	—
Hand packers and packagers	9.16	8.2	9.16	8.2	—	—
Service	9.18	4.3	7.91	4.4	\$15.60	6.6
Protective service	14.55	20.0	—	—	20.64	14.8
Food service	6.40	6.4	6.28	6.7	—	—
Waiters, waitresses, and bartenders	3.48	10.1	3.48	10.1	—	—
Waiters and waitresses	3.09	5.7	3.09	5.7	—	—
Other food service	7.76	5.9	7.67	6.3	—	—
Cooks	8.54	7.4	8.47	7.7	—	—
Food preparation, n.e.c.	6.60	4.0	6.38	2.8	—	—
Health service	9.51	3.6	9.15	3.3	—	—
Nursing aides, orderlies and attendants	9.52	3.8	9.14	3.5	—	—
Cleaning and building service	10.48	5.4	10.21	6.8	—	—
Janitors and cleaners	10.67	5.4	10.43	6.8	—	—
Personal service	11.42	5.8	10.78	7.8	12.59	9.4

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2000

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$16.94	\$8.61	\$17.74	\$15.07	\$16.00	\$17.79
All excluding sales	17.05	8.94	17.93	15.35	16.27	21.92
White collar	20.84	11.27	23.16	18.76	19.92	19.39
White-collar excluding sales	21.33	14.77	24.08	19.77	20.89	—
Professional specialty and technical	25.86	17.79	29.20	22.84	25.26	—
Professional specialty	27.79	19.38	30.19	24.55	27.10	—
Technical	19.36	—	—	19.07	18.82	—
Executive, administrative, and managerial	24.31	—	—	24.39	23.96	—
Sales	13.24	7.26	—	10.76	9.51	15.58
Administrative support, including clerical	12.89	8.86	12.61	12.68	12.66	—
Blue collar	14.09	6.99	15.42	12.26	13.76	—
Precision production, craft, and repair	19.62	—	21.30	16.72	19.66	—
Machine operators, assemblers, and inspectors	12.50	—	13.67	11.36	12.50	—
Transportation and material moving	13.85	—	13.74	13.81	13.79	—
Handlers, equipment cleaners, helpers, and laborers	11.49	6.67	11.90	9.64	10.58	—
Service	10.37	6.61	12.58	7.33	9.17	—
	Relative error ⁶ (percent)					
All occupations	2.7	5.9	4.7	3.2	2.7	21.7
All excluding sales	2.8	7.1	4.7	3.3	2.8	31.3
White collar	3.0	7.7	4.9	3.4	3.0	22.2
White-collar excluding sales	3.0	8.2	4.4	3.4	3.0	—
Professional specialty and technical	3.9	8.8	5.9	4.4	3.9	—
Professional specialty	3.9	5.2	5.7	4.1	3.7	—
Technical	6.9	—	—	8.4	7.5	—
Executive, administrative, and managerial	5.9	—	—	5.9	5.9	—
Sales	8.4	1.7	—	8.6	6.9	21.6
Administrative support, including clerical	2.9	2.8	5.6	3.0	2.7	—
Blue collar	3.3	4.3	4.3	4.5	3.2	—
Precision production, craft, and repair	3.6	—	3.5	6.6	3.6	—
Machine operators, assemblers, and inspectors	3.7	—	6.2	4.3	3.7	—
Transportation and material moving	8.7	—	4.3	12.1	8.5	—
Handlers, equipment cleaners, helpers, and laborers	5.2	2.7	5.5	5.2	4.3	—
Service	5.1	6.6	6.8	4.3	4.3	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2000**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$14.71	\$11.07	\$15.54	\$14.88	\$17.48
All excluding sales	14.97	11.19	15.82	15.16	17.68
White collar	18.22	16.12	18.51	17.60	19.98
White-collar excluding sales	19.46	18.32	19.60	19.04	20.38
Professional specialty and technical	22.46	19.57	22.59	21.62	23.88
Professional specialty	24.29	18.96	24.52	23.18	26.24
Technical	18.72	—	18.62	18.56	18.71
Executive, administrative, and managerial	23.32	27.53	22.57	23.36	—
Sales	10.54	9.42	10.84	10.95	—
Administrative support, including clerical	12.80	12.29	12.90	12.22	13.89
Blue collar	13.71	13.15	13.79	13.86	13.26
Precision production, craft, and repair	19.83	19.24	20.00	19.94	—
Machine operators, assemblers, and inspectors	12.50	9.03	12.84	12.61	14.81
Transportation and material moving	13.85	—	14.41	14.51	—
Handlers, equipment cleaners, helpers, and laborers	10.30	9.18	10.40	10.55	—
Service	7.91	6.70	9.39	9.00	10.22
	Relative error ⁴ (percent)				
All occupations	2.5	8.3	2.9	3.5	4.6
All excluding sales	2.6	8.7	2.9	3.5	4.6
White collar	3.1	11.6	3.4	4.6	5.1
White-collar excluding sales	3.2	11.4	3.4	4.5	5.1
Professional specialty and technical	4.3	8.9	4.5	5.9	6.2
Professional specialty	4.0	7.0	4.2	4.9	6.4
Technical	8.0	—	8.5	12.5	10.3
Executive, administrative, and managerial	5.7	13.4	6.1	7.8	—
Sales	7.0	8.9	9.0	10.2	—
Administrative support, including clerical	3.5	11.9	3.9	4.1	6.1
Blue collar	3.3	13.4	4.1	4.5	7.6
Precision production, craft, and repair	3.8	13.2	5.5	6.0	—
Machine operators, assemblers, and inspectors	3.7	5.4	3.8	3.9	11.9
Transportation and material moving	9.2	—	9.7	10.4	—
Handlers, equipment cleaners, helpers, and laborers	4.3	18.9	4.4	5.2	—
Service	4.4	5.5	5.7	7.2	5.2

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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